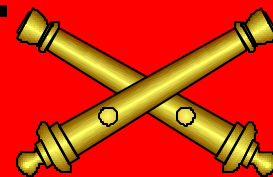




ARTILLERY BRANCH BRIEF



Field Artillery and Joint Fires Conference



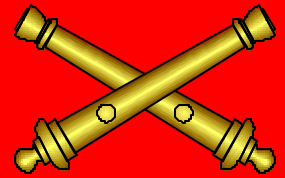
LTC RAYMOND L. BINGHAM

**Field Artillery
Branch Chief**





AGENDA



MISSION / ORGANIZATION

REDLEG POPULATION

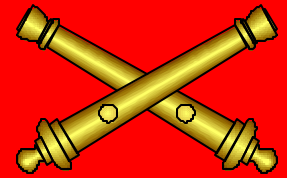
PROMOTION / SELECTION ANALYSIS

BRANCH CHIEF UPDATES

QUESTIONS



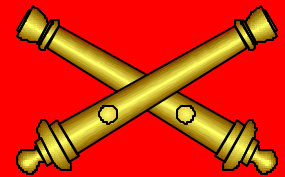
MISSION



MANAGE THE ASSIGNMENTS AND PROFESSIONAL DEVELOPMENT OF ARTILLERY OFFICERS IN ORDER TO PROVIDE THE RIGHT OFFICER AT THE RIGHT TIME, IN THE RIGHT PLACE, FOR OUR ARMY. EDUCATE THE FIELD ABOUT CHANGES IN PERSONNEL POLICY.



FIELD ARTILLERY AT HRC



**FIELD ARTILLERY
OFFICERS
BRANCH CHIEF
LTC RAY BINGHAM**

**FIELD ARTILLERY
COLONELS
BRANCH CHIEF
LTC TERRY LEE**

**5 SEPARATE
ORGANIZATIONS**

**5 SEPARATE BUT EQUAL
CHAIN OF COMMANDS**

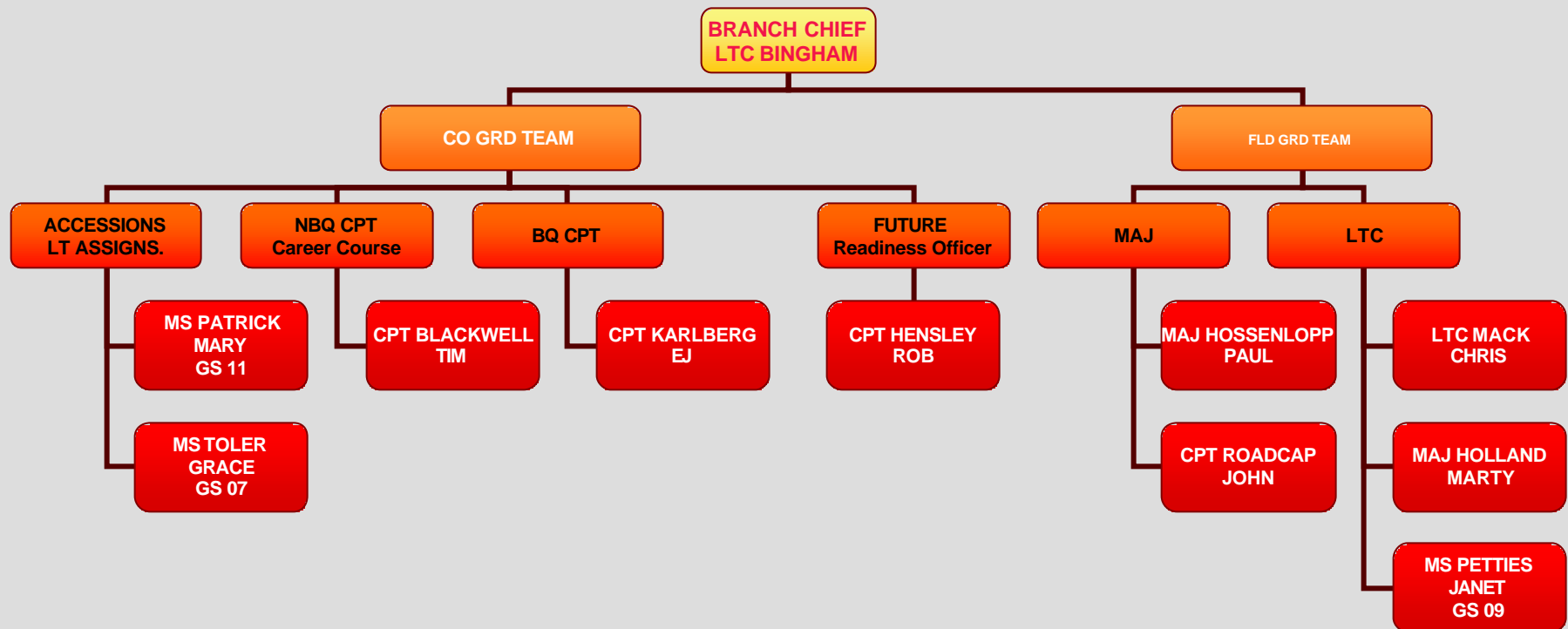
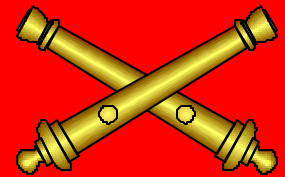
**FIELD ARTILLERY
ENLISTED
BRANCH CHIEF
LTC DENNIS JAROSZ**

**FIELD ARTILLERY
SGM
BRANCH CHIEF
SGM PAYLA**

**WARRANT
OFFICERS
BRANCH
CW4 DON COOPER**

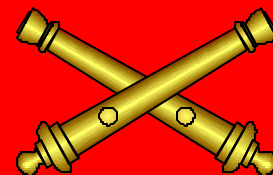


FA BRANCH ORGANIZATION





CONTACTING FIELD ARTILLERY BRANCH



- ESTABLISH VOICE, AND THEN GO DIGITAL (E-MAIL)

<u>POSITION</u>	<u>NAME</u>	<u>E-MAIL ADDRESSES</u>	<u>PHONE</u>
BRANCH CHIEF	LTC BINGHAM	Raymond.Bingham@hoffman.army.mil	5368
COL ASSIGNMENTS	LTC TERRY LEE	Terry.Lee@hoffman.army.mil	5634
LTC ASSIGNMENTS	LTC CHRIS MACK	Chris.Mack@hoffman.army.mil	5374
	MAJ MARTY HOLLAND	martin.holland@hoffman.army.mil	5367
	MS JANET PETTIES	Janet.Petties@hoffman.army.mil	0806
MAJ ASSIGNMENTS	MAJ PAUL HOSSENLOPP	Paul.Hossenlopp@hoffman.army.mil	3056
	CPT JOHN ROADCAP	John.Roadcap@hoffman.army.mil	5375
BQ CPT ASSIGN	CPT EJ KARLBERG	Ernest.Karlberg@hoffman.army.mil	5367
NBQ CPT ASSIGN	CPT TIMOTHY BLACKWELL	Timothy.Blackwell@hoffman.army.mil	5369
LT ASSIGNMENTS	MS MARY PATRICK	Mary.Patrick@hoffman.army.mil	5366
	MS GRACE TOLER	Grace.Toler@hoffman.army.mil	5372
READINESS OFF.	CPT ROBERT HENSLEY	Robert.Hensley@hoffman.army.mil	0118

ADDRESS & PHONE NUMBER

US ARMY HUMAN RESOURCES COMMAND
AHRC-OPA-F (ASSIGNMENT OFFICER'S NAME)
200 STOVALL STREET (SUITE 4N51)
ALEXANDRIA, VA 22332

COMM: (703) 325-XXXX; DSN: 221-XXXX
FAX: 221-5463

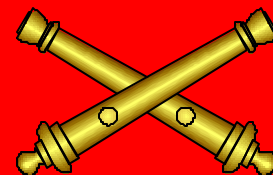
INTERNET ADDRESSES

HRC HOMEPAGE: <https://www.hrc.army.mil>

FA SITREP: www.hrc.army.mil/opfa/fasitrep.htm



AKO: THE “SINGLE GATEWAY FOR E-ARMY”



Welcome to **Army Knowledge Online**
Thursday October 2, 2003

logged on

Home MyPAGE1 HENSLEY Collaborate Search Inside AKO Personalize

Search: GO My Communities **AKO Help** Feedback User Guide Logout

AKO Services
AKO IM
AKO Chat
AKO Discussions
AKO Mail (forward)
White Pages
Reference

Self-Service
» My Personnel
» My Benefits
» My Finance
» My Medical
» My Education
» My Training
» Army Libraries
» My Travel
» My Legal

My Account
My Links
My Profile
My Email Options
Change Password
Sponsor Mgmt

What's New at AKO
NEW! Inside AKO
Visit Inside AKO to learn more about new AKO features and how to get more out of your AKO. New features this week include AKO Polling. [Visit Inside AKO](#)

NEW!
Check your KCC located at the channel will show your KCC subscriptions and provide you with one-click access to your KCC favorites. [How to Upload to the KCC](#)

Early Bird News

Army News

My Links
Add Links View Order Edit ?
Link Name:
Link URL:
Add To Folder: *Do not put link in a folder

Army Leadership
Army Wide Announcements
My Announcements
My KCC
[Click here to go to your AKCC Favorites](#)
What's New in My Subscriptions Knowledge Center
There are no new documents in your Subscriptions.

Quick Links
Army Quick Links, Frequently Used Links, and Army Transformation Links have been moved to a page dedicated to quick links. [Click here to visit the Quick Links page.](#)

- [Army Home Page \(Public\)](#)

Seek a SME on Iraqi armor capabilities

File a travel claim on-line

Check weather at TDY/Deployment Site

Obtain military history on the Battle of Tobruk

Find a buddy

Update your Officer Record Brief

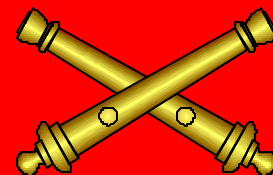
Go to Army University Access On-Line

Make a medical appointment

Arrange on-line meetings with colleagues in Korea and Germany, saving TDY funds



HRC ALEXANDRIA ONLINE



Address  <https://www.perscomonline.army.mil/index2.asp>  Go  Links >>

U.S. ARMY HUMAN RESOURCES COMMAND

Date: 10/2/2003 **WHAT'S NEW** **PROMOTIONS AND SELECTIONS** **MILPER MESSAGES**

My Record



Access your personnel information from one place

Feature Sites

Many of the features below require an Army Knowledge Online (AKO) account to access.



Announcements

Personnel Headlines

- Oct 01, 2003:** The results of the FY03 Special Branch CSC Board are tentatively scheduled for release on 15 October 2003.
- Sep 24, 2003:** The monthly CW2 and 1LT Promotions Orders for PSBs/MPDs/PSCs are now available on TOPMIS II.
- Sep 23, 2003:** The Army Human Resource IT Conference will be held from October 28-30, 2003
- Sep 16, 2003:** The Army Competitive Category FY03 Senior Service College Board Results were released on 16 September 2003. (MILPER Message 03-253)
- Sep 11, 2003:** OERs can be e-mailed from Iraq, Afghan theaters.

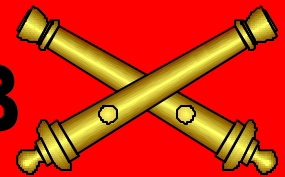
Search

SiteSearch

Search

HRC Major Activities

- Officer Personnel Management
- Enlisted Personnel Management
- The Adjutant General
- Deputy Chief of Staff, Operations
- Personnel Information Systems



WHAT'S NEW

PROMOTIONS AND SELECTIONS

MULTIPLE MESSAGES

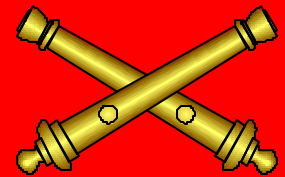


- **ALLOWS OFFICERS TO ACCESS THEIR ORB 24X7**
- **SECURE VIA AKO ADDRESS**
- **CAN VIEW, PRINT, DOWNLOAD AND SEND**

OFFICER RECORD BRIEF												AR600-8-104	CMAAOF-	
anthony.smith35@us.army.mil														
ORIG TYPE	BRIEF DATE	CRFLD DESIGNATION	CRFLD DESIG DATE	CNTL BRANCH	QM	COMPONENT	AD GRADE-ADOR	SSN						
2300	20030516			BR DTUEXPIRES		USAR	CW2	19931126	666-00-013					
SECTION I - Assignment Information				SECTION II - Security Data				SECTION III - Service Data						
OVERSEAS DUTY				INVEST ENTNAC										
YR/MO RTN	CTRY	MONTH	TCS	NUMBER OF TOURS		DTEINV	19830225	DTPSCG	19910611	BASD		Current PPN	Ead Current Tour	
19990407	KH	12	N	SHORT	LONG	CLNC SEC		Back Date of Apt		Back Yr Gp		Source of Orig Apt	OTHI	
19961014	KH	12	C			SECTION V - Foreign Language				M/DAYS APTS		No/A#	Type of Orig Apt	
19921119	GK	36	C	DROS 19990407	DEROS 20050526	Language	Read	Listed	DTDOS		183	Date of Proj/Maind Ret		
				Conte departure date						Carr Sub Agmt/Epr Date		VOL INDEF		
Date Dependents Arrived OS				19991001						2LT-WM1		1LT-CW2	CPT-CWG	MAJ-CI
Career Field Information - Comm loaded AMED DMARRANT										PDR		19971126	19991126	
BR Code/MedMos1/Pmos				Funct Area/MedMos2/Smos		DLAT				LTC-CW5		COL	SG	MG
SQA						SECTION VI-Military Education				PDR				
BRADC/MedMos3/Pmos Sq				Funct AccoSmos SQI		MELT (WOBC GRAD)				TDIR		LTG	GEN	
Q														
Skills:				Course				Year		SECTION VII - Civilian Education				
Basic Branch/PMOS				PROP ACCT TECH				1996		LEVEL COMPLETED				BACC.
Functional Area SMOS								1997		INSTITUTION DISCIPLINE				BS
Career Track				Single				1996		DISCIPLINE				
Primary				Branch				STD PROP BKSYS-REDES		SC, MORRIS COL, SUMTER BUSINESS ADM				
Preu Branch/NIOS										INSTITUTION DISCIPLINE				
Preu Functional Area										INSTITUTION DISCIPLINE				
Control Career Management Field				SQAPO						INSTITUTION DISCIPLINE				
Post-Acc-Smos Manager LAFAM				SMOSA						INSTITUTION DISCIPLINE				



FA BRANCH WEBPAGE



Date: 10/2/2003

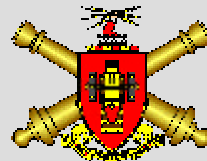
WHAT'S NEW

PROMOTIONS AND SELECTIONS

MTIPER MESSAGES

FIELD ARTILLERY BRANCH WEB PAGE IS...

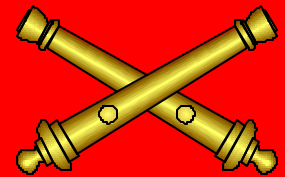
- ASSIGNMENT OFFICER UPDATES
- LINKS LATEST BOARD RESULTS
- LATEST BOARD ANALYSIS / TRENDS



<https://www.hrc.army.mil/OPfa/fasitrep.htm>
ADD US TO YOUR FAVORITES



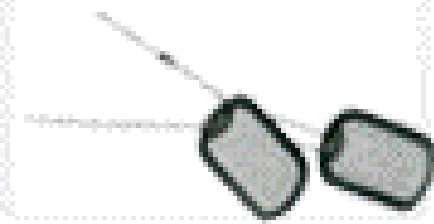
OFFICER ASSIGNMENT PREFERENCE STATEMENT




- OFFICERS USE **AKO ACCOUNT** TO VALIDATE INDIVIDUAL INFO
- SHOWS **REAL TIME AVAILABILITY** OF ALL DUTY POSITIONS BY GRADE, CAREER FIELD, FA, AND LOCATION
(FA BRANCH MAY NOT "OWN" ASSIGNMENT)
- CAREER MANAGERS VIEW OFFICER PREFERENCES WHEN TALKING W/OFFICERS AND/OR **WHEN MAKING ASSIGNMENT RECOMMENDATIONS**
- DOES NOT REPLACE DIALOGUE WITH ASSIGNMENT OFFICER. **PLEASE SEND E-MAIL IF YOU SUBMIT / UPDATE YOUR PREFERENCE STATEMENT.**

AVAILABLE ON HRC WEBSITE


Officer
Preference
Statement






Your Info

[Preference Statement](#)

Officer Record Brief 

Request for Orders 

Name	SSN	Grade	Control Branch
MCCORMICK KRISTEN	XXX-XX-XXXX		MAT ACQ MGT

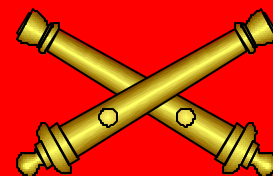
Available Requisitions


Page Number 1 Pages Available: [1](#) [2](#) [3](#)

<input checked="" type="checkbox"/> Select Requisition	Location	Duty Title	State	Country	Grade	Branch	Requisition
<input type="checkbox"/>	FT BENNING	ATSM BFVS	GA			51	TCGB001055
<input type="checkbox"/>	ORLANDO	SPO JSIMS	FL			51	AEN8000866
<input type="checkbox"/>	FT LEE	COMBAT DEV OFF (AERIAL D	VA			51	TCZ5000483
<input type="checkbox"/>	HUNTSVILLE	SYS ACQ COURSE DIR	AL			51	DFAR000002
<input type="checkbox"/>	FT RUCKER	CHIEF AVIONICS/EW BRANCH	AL			51	TCAR001404
<input type="checkbox"/>	FT LEONARD WOOD		MO			51	TCMW000887
<input type="checkbox"/>	FT BELVOIR	APM ABN SIGNIT COLLECT S	VA			51	AEN8000680
<input type="checkbox"/>	FT RUCKER	ASST TSM COMANCHE (LOG)	AL			51	TCAR001410
<input type="checkbox"/>	WARREN	APM M1A2	MI			51	AEN8000781
<input type="checkbox"/>	NATIC LABORATORY	LAND WARRIOR TEST OFFICE	MA			51	X1X4000030
<input type="checkbox"/>	FT HUACHUCA	PROJECT OFFICER	AZ			51	TCAH000676



HRC ST. LOUIS ONLINE (FORMERLY AR PERSCOM)



Address  <https://www.2xcitizen.usar.army.mil/contact/>  Go [Links](#)



U.S. ARMY HUMAN RESOURCES COMMAND



Contact Us HOME ABOUT US **CONTACT** SOLDIER SERVICES SEARCH LIBRARY NEWS MY RECORD

› Main Contacts
› [Enlisted](#)
› Officer
› Full Time
› Health Services
› Regional Support

Location: [Home](#) > [Contact](#)

HRC St. Louis Contact Information

Customer Contact Office

Phone Number: 800-452-0201

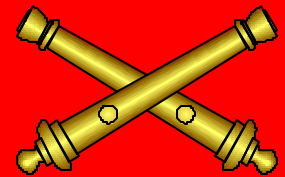
Soldier Management Contact Information

- [Enlisted Management Contacts](#)
- [Officer Management Contacts](#)
- [Full Time Support Contacts](#)
- [Health Services Contacts](#)
- [Regional Support Teams](#)

Postal Address



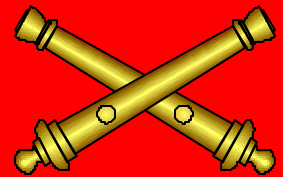
USEFUL CONTACT INFO (HRC ST. LOUIS)



- **WWW.2XCITIZEN.USAR.ARMY.MIL**
- HRC ST. LOUIS WEBSITE
- **1-800-318-5298**
- HRC ST. LOUIS'S CUSTOMER CONTACT OFFICE
- **WWW.2XCITIZEN.USAR.ARMY.MIL/SOLDIERSERVICES**
- EVALUATION PROCESSING STATUS WEBSITE
- **1-800-648-5484**
-EVALUATION PROCESSING STATUS; VOICE AUTOMATED SYSTEM
- **1-877-215-9834**
-PROMOTION STATUS; VOICE AUTOMATED SYSTEM
(WITH OPTIONS FOR DIRECT CONTACT)



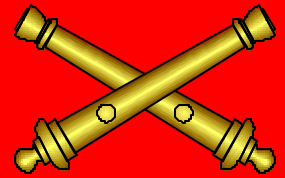
USEFUL CONTACT INFO (CONTINUED – HRC ST. LOUIS)



- **TO PUT DOCUMENTS ON FICHE/PERMS - MAIL TO:**
COMMANDER
U.S. ARMY HUMAN RESOURCES COMMAND
ATTN: (ARPC-ARO-R)
1 RESERVE WAY
ST. LOUIS, MO 63132-5200
- **TO PROCESS USAR OER PRIOR TO BOARD; SUBMIT CERTIFIED TRUE COPY TO:**
COMMANDER
U.S. ARMY HUMAN RESOURCES COMMAND
ATTN: (ARPC-PSV-EO)
1 RESERVE WAY
ST. LOUIS, MO 63132-5200
- **BOARD RESULTS: [HTTPS://WWW.HRC.ARMY.MIL](https://www.hrc.army.mil)**



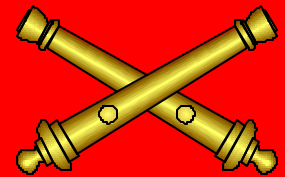
FA BRANCH



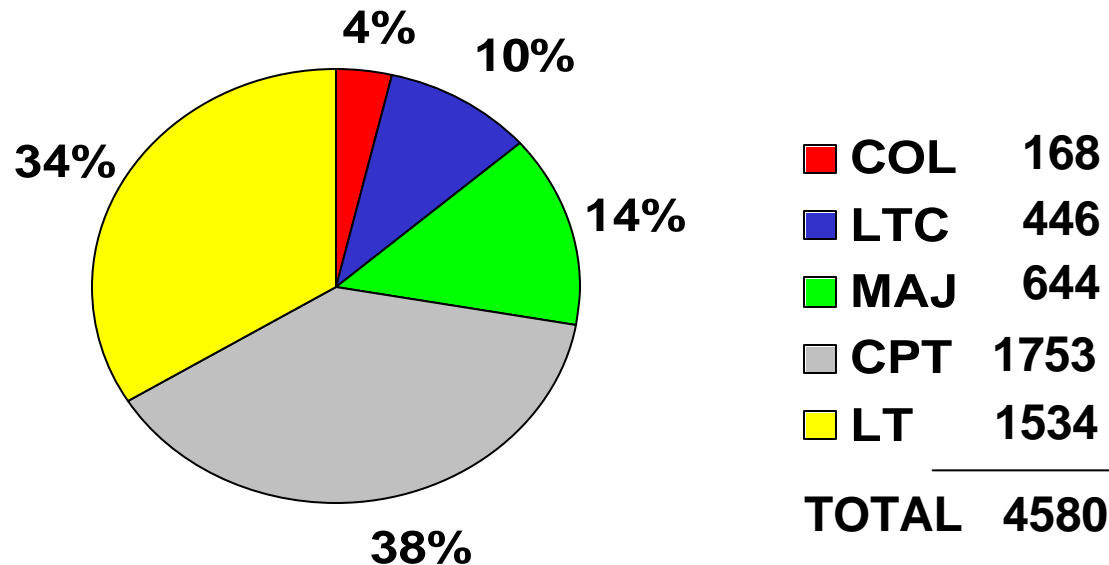
POPULATION



THE REDLEG POPULATION



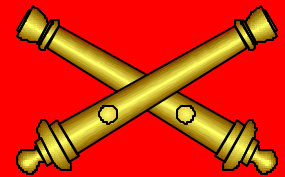
As Of 5 September 2003



	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>
COL	219	193	163	149
LTC	630	565	506	441
MAJ	798	720	656	610
CPT	1441	1529	1637	1609
LT	1798	1388	1367	1480
TOTAL	4886	4395	4329	4284



THE REDLEG POPULATION SHORTAGE OF OFFICERS

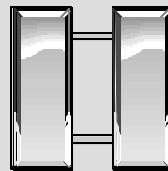
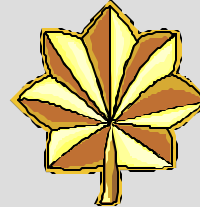
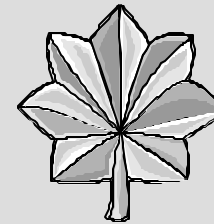
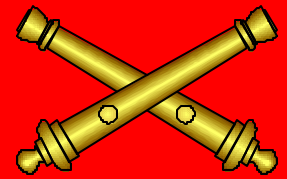


As Of 5 September 2003

<u>Population</u> (FEMALE)	<u>13Z</u> AUTHORIZED (ACTUAL)	<u>+01A/02A</u>	<u>+THS 20%</u> TRANSITION, SCHOOLS	<u>+FA</u> FUNCTIONAL AREA	<u>=TOTAL</u>	▲
COL 168(1)	41(41)	86	33	16	176	- 8
LTC 446(4)	217(244)	176	23	03	419	+ 27
MAJ 644(0)	462(410)	123	134	20	687	- 52
CPT 1753(3)	1090(1443)	112	351	53	1606	+ 147

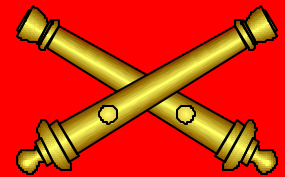


PROMOTION AND SELECTION





PROMOTION AND SELECTION



PZ MAJORS BOARD ANALYSIS / TRENDS:

	<u>THIS YR</u>	<u>LAST YR</u>	<u>ARMY AVG</u>
• # / % SELECTED PZ	127/94.1%	106/86.9%	93.8%
• # / % MINORITIES	24/18.9%	32/30.2%	
• AVG BQ TIME	21.3 MONTHS		
• # NOT BQ'D	2		

PZ SELECT CURRENT ASSIGNMENTS:

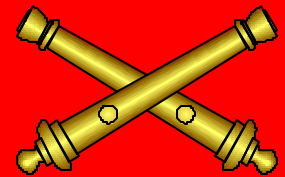
• # / % USMA	7 / 5.5%
• # / % USAREC	9 / 7.1%
• # / % Cadet Command	9 / 7.1%
• # / % AC/RC	26 / 20.5%
• # / % Training Center	13 / 10.2%
• # / % Functional Area	27 / 21.3%
• # / % FORSCOM	21 / 16.5%
• # / % TRADOC	15 / 11.8%

BZ SELECT ANALYSIS:

	<u>THIS YR</u>	<u>LAST YR</u>	<u>ARMY AVG</u>
# / % SELECTED BZ	20/12.1%	14/9%	6.8%
# / % MINORITIES	4 / 20.0%		



FY 03 LTC BOARD ANALYSIS

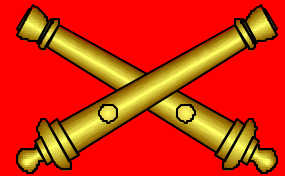


- 67 / 82 = 81.7% FA OFFICERS SELECTED IN THE PZ FOR ARMY OPERATIONS. ARMY PZ AVERAGE WAS 79.6%

	<u>AZ</u>	<u>PZ</u>	<u>BZ</u>
FA FY 03:	0/ 0%	67/ 82 (81.7%)	1/ 1.4%
ARMY FY 03:	49/ 6.4%	833/ 79.6%	68/ 6.5%
FA FY 02:	5/ 4.8%	62/ 76 (81.6%)	4/ 4.6%
ARMY FY 02:	87/ 10.9%	905/ 77.3%	63/ 5.7%
FA FY 01:	6/ 3.9%	100/ 122 (81.9%)	1/ 1.3%
ARMY FY 01:	76/ 5.9%	1066/ 75.7%	90/ 6.2%



FY 03 LTC BOARD ANALYSIS



NON-SELECTS (14 / 82 NOT SELECTED):

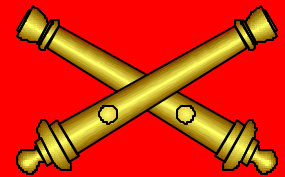
- 5 NOT MEL 4
- 7 NOT BRANCH QUALIFIED
- 2 NOT MEL 4 OR BRANCH QUALIFIED

SELECTS (67 / 82 SELECTED):

- 1 SERVED IN 3 BQ JOBS
- 10 SERVED IN 2 BQ JOBS
- 2 SERVED IN 1 DEVELOPMENTAL AND 2 BQ JOBS
- 35 SERVED IN 1 DEVELOPMENTAL AND 1 BQ JOB
- 13 SERVED IN 2 DEVELOPMENTAL AND 1 BQ JOB
- 1 SERVED IN 1 BQ JOB
- 1 SERVED IN 1 DEVELOPMENTAL AND 0 BQ JOB
- 3 SERVED IN 2 DEVELOPMENTAL AND 0 BQ JOB
- 1 SERVED IN 3 DEVELOPMENTAL AND 0 BQ JOB
- 39 OFFICERS HAD AT LEAST 1 COM, 28 HAD ALL ACOMS



SSC SELECTION RATE

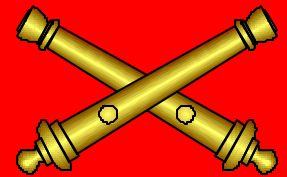


<u>FY 01</u>	<u>FY 02</u>	<u>FY 03</u>
<u>FA</u> 23 / 303 (7%)	<u>FA</u> 19 / 261 (7%)	<u>FA</u> 20 / 270 (7%)
<u>ARMY</u> 336 / 4370 (7%)	<u>ARMY</u> 337 / 4305 (8%)	<u>ARMY</u> 338 / 4401 (8%)

- SELECTION DEPENDS ON BN CMD OERS
- GREATER PERCENTAGE ATTENDING 1 YEAR AFTER COMMAND
- OFFICERS SELECTED FROM ALL 3 COMMAND CATEGORIES



BRANCH CHIEF UPDATE



COMMAND MIGRATION

REBALANCING THE FORCE

SLATING GUIDANCE

MEL 4 DISTRIBUTION

UNIT MANNING

MAJs BRANCH QUALIFICATION

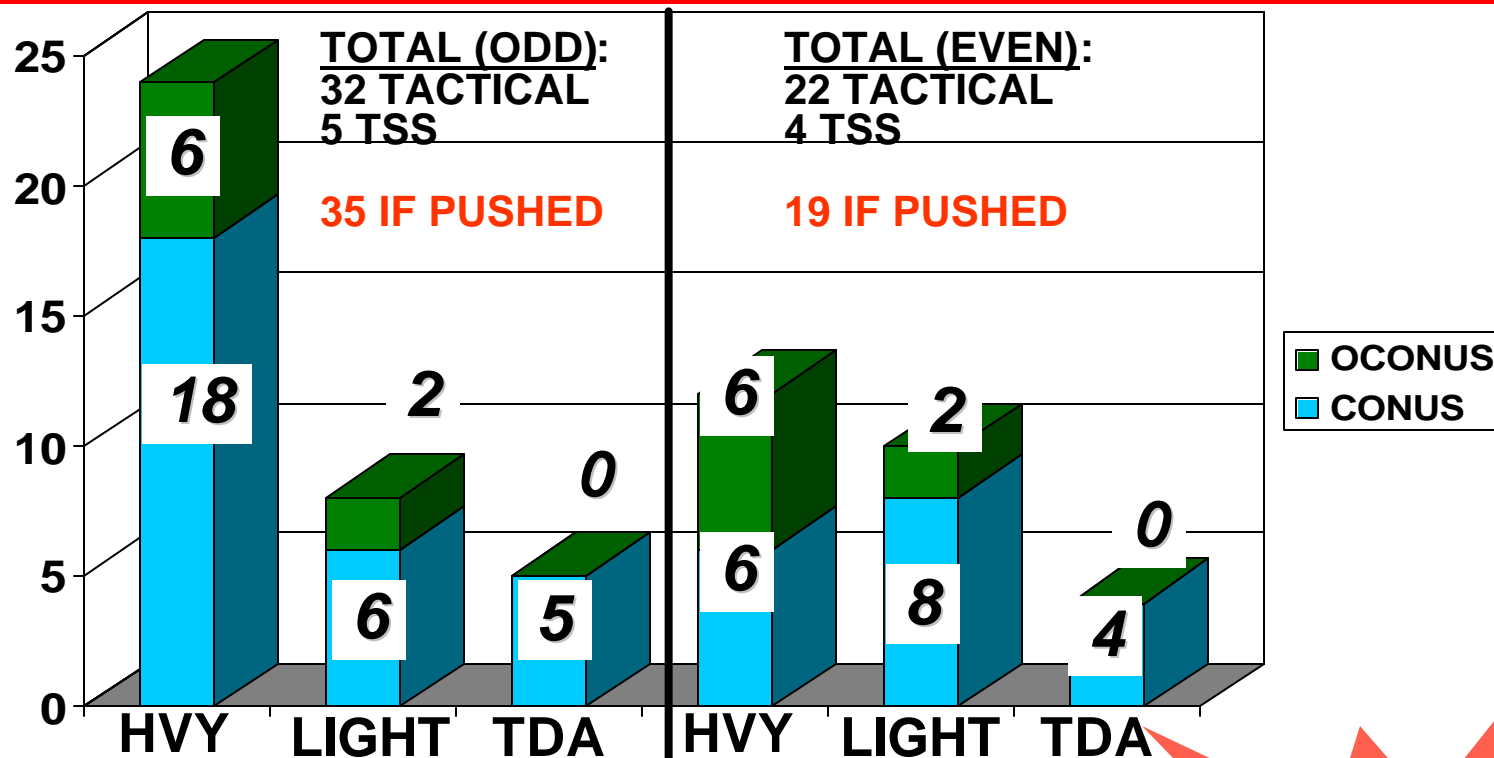
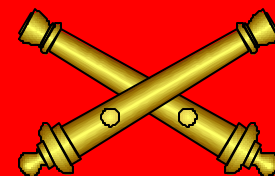
SENIOR RATER PROFILES

RC UPDATE



BRANCH CHIEF UPDATE

COMMAND MIGRATION



ODD YEAR

EVEN YEAR

CONUS/OCONUS

CONUS/OCONUS

MLRS 8/3 = 11

2/5 = 7

155SP 10/3 = 13

4/3 = 7

155T 0/0 = 0

4/0 = 4

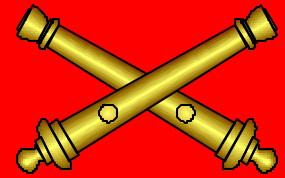
105T 6/2 = 8

2/2 = 4

INSTITUTIONAL CMDS
USED TO AVERAGE
CMD OPPORTUNITY



BRANCH CHIEF UPDATE COMMAND MIGRATION



PUSHED COMMANDS / UNITS IMPACTED BY DEPLOYMENTS:

**1-6 FA, Bamberg, GM (1ID)
LTC BULLIMORE / LTC MCLAUGHLIN
JUL 04 – PUSHED JUL / AUG 05**

**1-37 FA, FT LEWIS, WA (2ID)
LTC SLIWA - LTC BUSHEY
JUL 04 – EXT REQUESTED / SUBMITTED TO CORPS HQS**

**2-8 FA, FT LEWIS, WA (25ID)
LTC BECKER – LTC MILTON
JUN 0-4**

1CAV - 0 CMD IMPACTED

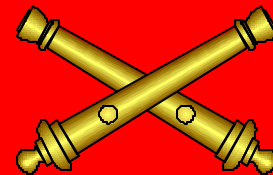
Resulting Balance:

TACTICAL EVEN YEARS - 19 CMDS / TACTICAL ODD YEARS - 35 CMDS



BRANCH CHIEF UPDATE

REBALANCING THE FORCE



OSD APPROVAL PENDING

- ACTIVE COMPONENT BILL PAYERS:**

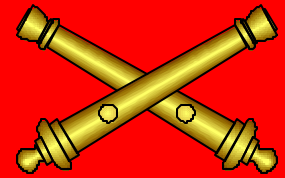
<u>FY</u>		<u>UNIT TITLE</u>	<u>STRENGTH</u>
05	GERMANY	HHB, FA BDE (41st FAB)	117 SPACES
05	FT SILL	FA BN (155 SP) (1-17FA)	490 SPACES
06	FT SILL	FA BN (MLRS) (5-3FA)	400 SPACES
06	FT BRAGG	FA BN (155T) (1-337FA)	464 SPACES

- RESERVE COMPONENT BILL PAYERS:**

<u>FY</u>	<u>UIC</u>	<u>UNIT TITLE</u>	<u>STRENGTH</u>
05	TBD	FA BN (155SP)	492 SPACES
06	TBD	FA BN (155SP)	984 SPACES
07	TBD	FA BN (155SP)	492 SPACES
07	TBD	FA BN (155T)	462 SPACES



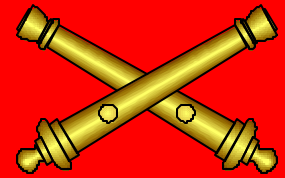
FY 04 CSA COMMAND SLATE GUIDANCE (LTC)



- Readiness is the top priority. Slate officers to organizations that capitalize on their experience, yet offers new experiences and challenges. Balance readiness with the requirement to develop senior officers for the future of the Army. ***READINESS***
- Slate officers to ensure there is a clear perception of equal opportunity to command units Army-wide and to afford future opportunities for career progression to the benefit of the Army and the individual officer. ***EQUAL OPPORTUNITY TO COMMAND UNITS ARMY-WIDE***
- Resist slating officers out of joint duty in situations where the officer will lose the opportunity to complete joint qualification. ***RESIST SLATING OUT OF JOINT***
- Consider proponent guidance on required experience and backgrounds for branch specific types of commands. ***PROPONENT GUIDANE***



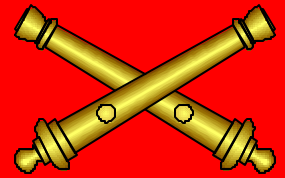
FY 04 CSA COMMAND SLATE GUIDANCE (LTC)



- Consider the officers' personal preference, family needs, and compassion situations; look for ways to reduce PCS turbulence whenever possible. ***OFFICER PREFERENCE***
- Consider slating officers without combat/contingency experience to units with potential rotational deployments.
CONTINGENCY EXPERIENCE
- Consider overseas tour equity. ***TOUR EQUITY***
- Consider officers who have high school sophomores, juniors or seniors. Make every effort to slate to a location where the officer is currently to allow completion of high school. Or slate the officer to a location where the officer can serve for three years.
FAMILY WELL-BEING



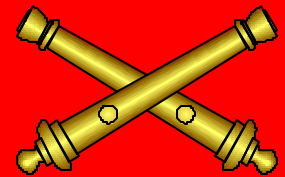
FIELD ARTILLERY SLATING GUIDANCE



- ✓ **FOLLOW CSA GUIDANCE**
- ✓ **FOLLOW HRC GUIDANCE**
- ✓ **SLATE FOR:**
 - **OFFICERS WITH STRONG FIRE SUPPORT BACKGROUNDS TO DS SPT BNS**
 - **CONSIDER AND MATCH SPECIFIC WEAPON SYSTEM EXPERIENCE WHERE POSSIBLE**
 - **AVOID ASSIGNING OFFICERS TO SAME BN WHERE THEY SERVED THEIR FIELD GRADE BRANCH QUALIFYING ASSIGNMENT**
 - **FOCUS ON LONG TERM AND LOOK FOR HEAVY-LIGHT VERSATILITY FOR FUTURE UTILIZATION**
 - **CONSIDER CTC EXPERIENCE**



NO MAGIC - JUST ONE BIG SPREADSHEET



BLUF: DROS AND PREFERENCE - LARGEST FACTORS

NAME	FSA	BZ	DROS	RANK	Assign	Preferences														REMARKS	BNR
						1	2	3	4	5	6	7	8	9	10	11	12	13	14		
	1989		198901	1	P8	P8														P8 FOR AL	HI-4,FCOS-1
	1989		199103	2	P8	HI	GS	WL	KC	NB	AL	TH	P8	EU							EU-23,1ID,GS-2,HI-5,TCOS-4
	1990	x	199103	3	EU	EU	GS	HI	KC	OS	AL	WL	TH	KR	GB	CC	NR	NB	P8		HI-3,EU-1,TH-13
	1988		199103	4	EU	WL	HI	TH	CC	AL	OS	GB	KR	EU	GS	P8	KC	NB	NR		EU-7,1ID,TH-6,FCOS-5,TCOS-8
	1988		199103	5	P8	P8	WL	CC	OS	GS	TH	KC	P1	P1	KR	GB	NB	NR		P8 for WL	
	1989	x	199104	6	HI	HI	AL	WL	NB	KC	OS	EU	CC	GB	KR	GS	TH	P8	NR		HI-1,EU-15,FCOS-11,TCOS-5
	1988		199104	7	EU	NB	KC	EU											P8	ACSC	NR-3, 82-2,TCOS-9
	1988		199107	8	EU	NB	KC	Italy	EU										P8		KC-7,NB, 82-1
	1989		199109	9	EU	EU	KC	WL	CC	GS	HI	NR	NB	TH	AL	GB	KR	P8			TH-12
	1989	x	199110	10	TH	OS	EU	TH	GS	HI	NB	KC	WL	NR	P8					EFMP-daughter	EU-3,1ID,FCOS-3,TCOS-1
	1988		199111	11	SAMs															SAMS	EU-16,NR-4,FCOS-12
	1988		199112	12	P8	HI	AL	NB	KC	WL	NR	P8	GS	TH	CC	GB	OS	KR	EU		EU-14,NR-8,NB
	1987		199203	13	P8	OS	WL	CC	GB	KR	GS	EU	P8	TH	AL	HI	KC	NR	NB	P8 for OS	
	1988		199209	14	NB	KC	GS	NR	WL	HI	EU	NB	TH	AL	KR	CC	GB	OS			KC-2,NR-5,GS-4
	1987		199209	15	HI	HI	KC	AL	NR	CC	GB	TH	WL	NB	NR	GS	OS	KR	EU		EU-24,KC-5,FCOS-10
	1989		199210	16	EU	KC	NB	HI	WL	GS	AL	EU	NR	GB	OS	TH	P8	KR	CC		EU-21,KC-4,82-3
	1988		199310	17	P8	HI	AL	EU	KC	NB	WL	EU	GB	GS	P8					Navy CSC	HI-2
	1989	x	199311	18	TH	TH	EU	HI	KC	GS	KR	GB	P8	CC	NR	NB	WL	AL	OS	EFMP consideration	EU-2,1ID,NR-7,TH-5,TCOS-12
	1989		199301	19	KC	TH	KC	EU	GS	KR	GB	CC	NB	WL	NR	P8	HI	AL	OS		EU-10,TH(Tanzy),KC-8,TH-3,FCOS-6,KR-2
	1987		199301	20	OS	OS	NR	WL	NB	KC	EU	AL	GS	TH	GB	KR	CC	HI	P8		NR
	1985		199303	21	ARSTAFF															BQ	
	1985		199304	22	AF															BQ, BRISTOL	
	1989	x	199305	23	P8	P8														TH P8 FOR OS,TH,NR,HI	EU-8,HI-7
	1988		199306	24	AF															Declines BQ,EFMP	
	1989		199311	25	TH	TH	OS	KR	GS	CC	GB	WL	KC	AL	HI	EU	NR	P8			EU-27,TH-10

HAS NOT BEEN OVERSEAS LATELY OML
BASED ON DROS

PREFERENCES

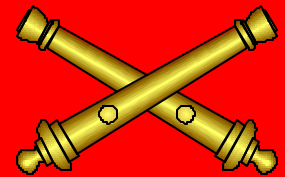
21 WENT OVERSEAS LAST YEAR,
22 WILL GO OVERSEAS THIS YEAR

CAREFULLY MANAGE LATE YGS
1 1/2 YR TILL LTC BOARD

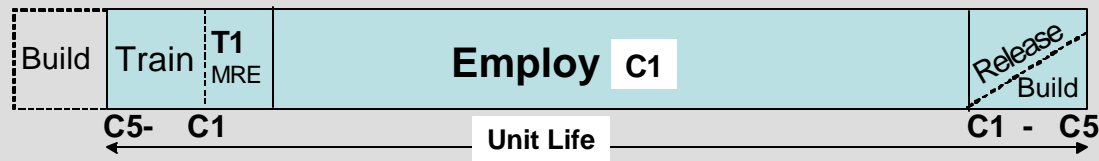


UNIT MANNING

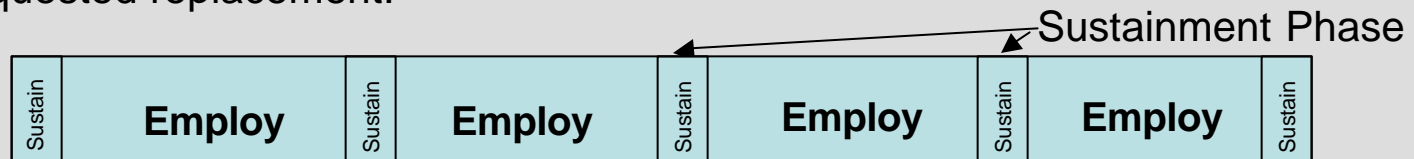
Key Term Definitions



- **Unit Manning** - Unit Manning is unit centric personnel assignment systems with many different techniques that allow us to maintain unit readiness longer, while achieving predictability in PCSs, schools, and deployments.



- **Lifecycle Model** — Leaders and soldiers assemble, train, (certify), and are employed together throughout the unit's life of 30-48 months. Personnel losses during cycle are replaced by programmed replacement or unit requested replacement.

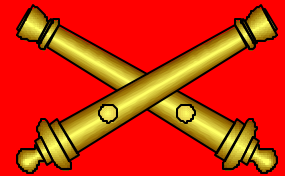


- **Cyclic Model** — Applicable to all echelons. Suitable to support Brigade HQs echelons and above as well as highly technical support elements. Losses during cycle are replaced by periodic replacement packages during sustainment phase.



UNIT MANNING

LIFECYCLE MODEL



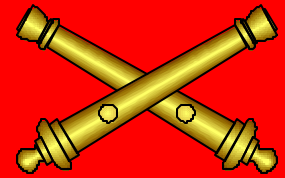
LIFECYCLE MODEL – ALIGNS SOLDIER'S AND UNITS' LIFECYCLE TO ENSURE STABILITY, PREDICTABILITY, COHESION AND READINESS...

- **FOUR PHASES: BUILD, TRAIN, EMPLOY, AND RELEASE.**
 - **BUILD PHASE** - SOLDIERS AND LEADERS INDIVIDUALLY DEVELOPED AND COLLECTIVELY ASSIGNED TO UNIT
 - **TRAINING PHASE** - UNIT FOCUSES ON COLLECTIVE TRAINING, CONCLUDES WITH CAPSTONE TRAINING EVENT THAT CERTIFIES UNIT IS READY FOR EMPLOYMENT
 - **EMPLOY PHASE** - DURING WHICH TIME UNIT FOCUSES ON SUSTAINMENT TRAINING AND IS MISSION CAPABLE AS NECESSARY BY HIGHER HQ
 - **THE RELEASE PHASE** - WHICH BEGINS WITH R-DAY, CONCLUDES WHEN ALL SOLDIERS AND LEADERS HAVE BEEN EITHER REASSIGNED OR SEPARATED FROM THE UNIT AND ALL PROPERTY TURNED OVER



UNIT MANNING

CYCLIC MODEL

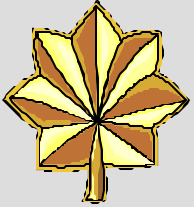
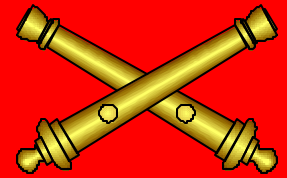


CYCLIC MODEL - CAN BE USED BY ALL ECHELONS

- THE CYCLIC MODEL COMBINES FEATURES OF THE LIFECYCLE AND INDIVIDUAL REPLACEMENT MODELS
- CYCLIC MANNING INVOLVES TWO PHASES:
 - SUSTAIN AND EMPLOY - GAINS AND PROGRAMMED LOSSES SCHEDULED INTO A COMPRESSED TIME PERIOD CALLED A SUSTAINMENT PHASE. DEPENDING ON LEVEL OF PERSONNEL LOSSES, THIS PERIOD MAY TAKE 2 - 4 MONTHS. SUSTAINMENT ALLOWS THE UNIT COMMANDER TO FOCUS ATTENTION, TIME AND RESOURCES ON CARING FOR INCOMING AND OUTGOING SOLDIERS AND FAMILIES. THIS WILL MANAGE TURBULENCE CAUSED UNDER THE IRS OF TODAY, WHERE IN AND OUT PROCESSING IS A CONTINUOUS OCCURRENCE THAT DETRACTS FROM UNIT READINESS



MAJOR BRANCH QUALIFICATION

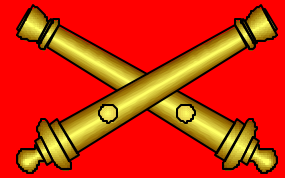


DA PAM 600-3: “MAJORS MUST **SERVE A MINIMUM OF 24 MONTHS** AT BN / BDE / DIVARTY LEVEL”. AT LEAST 12 MONTHS MUST BE IN A BRANCH QUALIFYING POSITION (S3 / XO)

MAJ BRANCH QUALIFICATION EQUALS =
MEL 4 & 24 MONTHS IN DEVELOPMENTAL AND BQ JOB



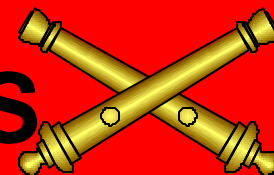
DA PAM 600-3



- ✓ **NOT PROMOTION / SELECTION CRITERIA - IT IS A PERSONNEL MANAGEMENT GUIDE FOR ASSIGNMENT OFFICERS, PROPONENTS AND HQDA SELECTION BOARD MEMBERS**
- ✓ **DEVELOPED FOR STEADY-STATE; OPMS III STILL IN TRANSITION**
- ✓ **INTENDED TO BE A “LIVING DOCUMENT” THAT CHANGES WITH ARMY REQUIREMENTS**



SENIOR RATER COMMENTS



PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE



BEST QUALIFIED



FULLY QUALIFIED



DO NOT PROMOTE



OTHER (Explain below)

I currently senior rate 16 officer(s) in this grade

A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review ☒ YES ☐ NO (Explain in C)

c. BULLET COMMENTS ON PERFORMANCE / POTENTIAL

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: CPT SMITH, GEORGE 999999999

SR: COL SMITH 666666666

DATE: 98 07 18

TOTAL RATINGS: 17

RATINGS THIS OFFICER : 2

Phenomenal performance by a truly dedicated professional. CPT Smith is **the best of 16 Captains that I senior rate**. I personally selected him from a group of carefully screened candidates to command my HHB DIVARTY. CPT Smith leads by example, is soundly grounded in tactics and shares his soldiers' sacrifices and challenges. He consistently demonstrates his abilities as a leader daily; a true warrior with **unlimited warfighting potential**. CPT Smith is a must select **BZ for Major and early attendance to Resident CGSC**.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

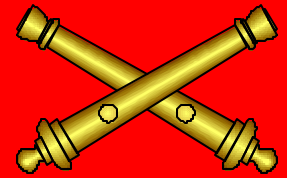
Brigade Fire Support Officer; Battalion S-3, Battalion Executive Officer;
Would serve Army best in OPCF/13

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Battalion S-3, Division Automation Management Officer, Corps Staff AMO;
Would serve Army best in IOCF/53



BRANCH CHIEF UPDATE

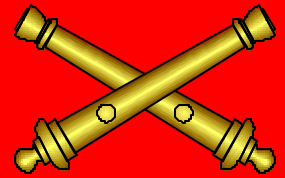


NG/RC UPDATE

- **MUST SERVE FOR 1 YEAR ACTIVE DUTY BEFORE ELIGIBLE FOR PROMOTION BOARD**
- **SCHOOLS (I. E...CGSC) NO ONE YEAR MINIMUM...COMPETE BY YEAR GROUP
(THIS YEAR 92/93 - - NEXT YEAR 93/94*)**
- **OERs – SAME RULES APPLY**
 - **PERFORMANCE, POSITION, POTENTIAL,
PROMOTION & SCHOOLS**



FA BRANCH



QUESTIONS?